2021/2022

Indiana University

By Mary P. Bourke PhD

[MSN EVALUATION REPORT: MSN]

The following report contains a summary of assessment and evaluation data and recommendations.

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Assessment Plan

Formative Evaluation of Program Learning Outcomes and Program Elements

The systematic assessment plan for the IUKSON master's programs emphasizes formative and summative assessment of course student learning outcomes, program student learning outcomes, program outcomes and includes Accreditation Commission for Education in Nursing (ACEN) standards.

Faculty are required to provide evidence of meeting course learning outcomes/competencies through assessment and evaluation of student artifacts mapped to course student learning outcomes and competencies. Evaluation of learning outcomes from each course is based on best practices such as rubrics, portfolios, and self-reflection. The faculty member reports student attainment of course learning outcomes to the associate dean and the MSN Committee and suggestions for course improvement. The committee may accept the recommendations or make additional changes to the course. This information is also reported by faculty in their annual report to show growth towards excellence in teaching. This procedure provides a consistent method for faculty to evaluate how they met course-learning outcomes and thereby measure teaching effectiveness. While student evaluations are important, SNAHP feels it is essential to include data other than student evaluations in the assessment of teaching effectiveness.

Focus group data are collected and reported to the MSN committee for recommendations, possible intervention, and/or information. For example, the associate dean visits every MSN class to inquire about student progress and address any problems or concerns, evaluating program effectiveness and solving problems in a timely manner.

Summative Evaluation Components

The IUKSON MSN Assessment Plan also includes evaluation of student learning outcomes and program student learning outcomes. The evaluation of student learning outcomes consists of the following: 1) Practicum Portfolio, 2) Preceptor Evaluation, and 3) *AONE Nurse Executive Competencies Assessment Tool* for nursing administration pre/post and Nurse Educator Assessment Tool pre-/post-. For the evaluation of the program student learning outcomes, data will be collected from the following: 1) program completion rates, 2) graduate satisfaction survey, 3) employer satisfaction survey, and 4) student employment in the area of professional practice. See figure 1. for the concept map of SNAHP MSN Assessment Plan.

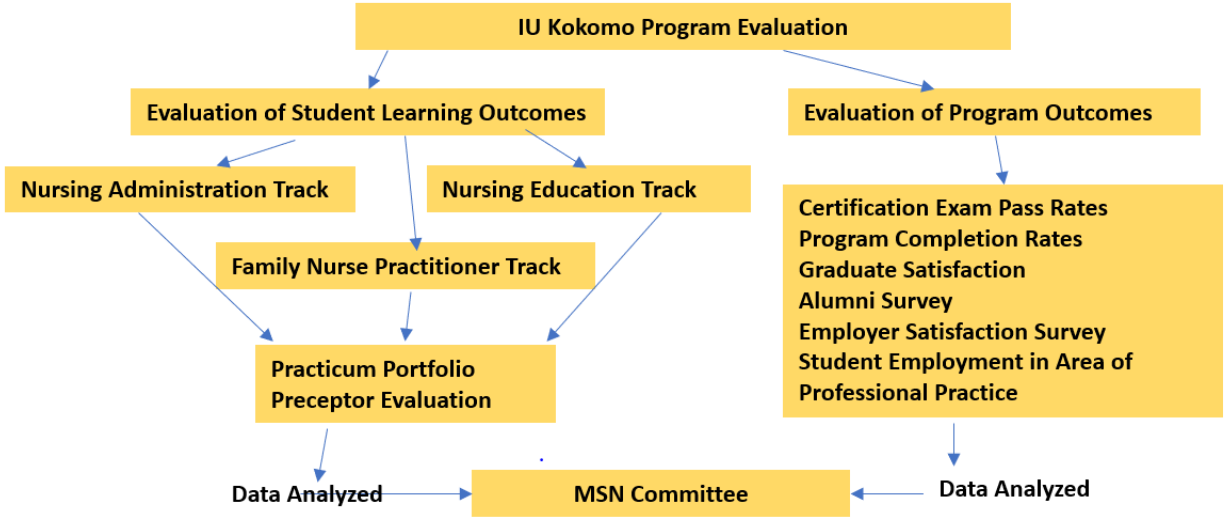

Figure 1. Concept Map of IUKSON MSN Assessment Plan

Practicum Portfolio

The MSN program uses the portfolio to validate that graduating students have acquired the knowledge and skills as articulated through course student learning outcomes/competencies. Acquisition of knowledge and skills may be demonstrated through course-related assignments and/or methods occurring outside the classroom setting, such as Quality Improvement projects. Assignments are collected in e-format, and a grading rubric is provided for the overall evaluation of the portfolio, which addresses the appearance, completeness, and quality of the materials included. The portfolio is a required assignment of their practicum course scheduled for their last semester. Every portfolio is evaluated relative to how well the student demonstrates that he/she met program student learning outcomes. After student portfolios are evaluated for their practicum and assigned a grade, a random sample of portfolios are evaluated for summative evaluation of program learning outcomes and data aggregated and reported to the MSN Committee.

Portfolio Criteria

The following are **the criteria for evaluating the portfolio**, along with the rubric for evaluation.

Criteria

The benchmark for evaluating the portfolio is "three or above." That is, the mean of the ranking scores for each MSN competency is three or above based on all the students. The mean of the ranking score for the aggregate of students in the MSN program is also three or above.

For Each Competency, the following rubric is used:

4=**Excellence** Evident in meeting MSN Competency

Evaluator easily finds evidence that is presented professionally ***and***
Evidence presented shows that student has mastered the competency in a manner that suggests the best practice/exemplary practice; ***or***
Demonstrates high level of integration of knowledge, unusually strong insight.

3=**Satisfactory Performance** Evident in meeting MSN Competency

Evaluator easily finds evidence that is presented professionally; ***and***
Evidence presented shows that the student has mastered the competency in a complete manner; ***or*** Demonstrates good integration of knowledge, insight.

2=**Just Below Satisfactory Performance** Evident in meeting MSN Competency

Evaluator finds evidence only after searching the portfolio; ***or***
Evaluator finds that evidence is not presented in a professional manner; ***or***
Evidence presented shows some areas that are lacking with regard to achievement of the competency.

1=**Unsatisfactory Performance** Evident in Meeting BSN Outcome

Evaluator is unable to find evidence pertinent to the competency; ***or***
Evidence presented does not show that the student addressed the competency in a relevant/reasonable manner (lacks attention to basic aspects of competency); **or**
Evidence presented is found to be unsafe, unethical, or fraudulent.

4=**Excellence Evident**
3=**Satisfactory Performance**
2=**Just Below Satisfactory**.
1=**Unsatisfactory Performance**
Rater assigns a numeric value to each category.

2. Preceptor Evaluation

Preceptors will evaluate students at the end of their practicum experience using separate instruments mapped to competencies for each track. The preceptor works with the student to meet student learning outcomes for T679 Nursing Education Practicum and L579 Nursing Administration Practicum. The Family Nurse Practitioner preceptor evaluations are based on NONPF criteria.

3. *AONE Nurse Executive Competencies Assessment Tool* pre-/post- for nursing administration and Nurse Educator Competencies Assessment Tool pre-/post- for nursing education.

The AONE competency and nurse educator competency assessment tools will be used to measure student perception of their level of competency at the end of their program. Current benchmarks for the nurse educator competencies assessment tool are set at an achievement mean of 3.0 (competent) or more in all areas by the end of the program. Current benchmarks for the nursing executive competencies assessment tool are set at an achievement mean of 3.0 (competent) or more in all areas by the end of the program. After pre-/post- data is analyzed per student to inform student perception of their competency, data will be aggregated and combined with portfolio aggregated data, and the preceptor aggregated data. This is the third data set used to form the triangulation that strengthens evaluation results of program student learning outcomes.

Evaluation of Program Outcomes

As stated previously, the evaluation of program outcomes include data collected from the following: 1) certification exam pass rates (FNP), 2) program completion rates, 3) graduate satisfaction survey, 4) alumni survey, 5) employer satisfaction survey, and 6) student employment in the area of professional practice.

1. **Certification Exam Pass Rates**
Certification exam pass rates pertain to FNP only. Benchmark: Certification exam pass rates pertain to FNP only. Eighty percent or more who take a certifying examination appropriate for the FNP pass on the first attempt.

2. **Program Completion Rates**
Sixty percent of the MSN students who attend class on the first day of the first course in the program will complete the program exactly on time (in six semesters for Nursing Education and Nursing Administration: in seven semesters for FNP).

Eighty percent of the MSN students who attend class on the first day of the first course in the program will complete the program within 150 % of the exact program length (in six semesters for Nursing Education and Nursing Administration and nine semesters for FNP).

3. **Graduate Satisfaction**
Preceptors will evaluate students at the end of their practicum experience using separate instruments mapped to competencies for each track. The preceptor works with the student so that attainment of student learning outcomes are met for T679 Nursing Education Practicum and L579 Nursing Administration Practicum. The Family Nurse Practitioner preceptor evaluations are based on NONPF criteria.

4. **Employer Satisfaction**
SNAHP will survey employers of MSN graduates regarding graduate preparation for their work setting, overall satisfaction, and the quality of their performance as employees. In addition, employers will be surveyed at the annual advisory council meeting of all hospital and nursing program representatives. Benchmark: 80% or more of employers will express satisfaction with the program.

5. **Student Role-related Professional Practice**
Our program outcome goal is that 60% of graduates seeking employment will be involved in role-related professional practice or doctoral education at one-year post-graduation. Data is collected from the Alumni Survey.

Program Elements

Additional data may be collected to evaluate program elements per Chen's Theory. For example, additional surveys and focus group data are collected and reported to the MSN committee for recommendations, possible changes, and implementation. For example, the associate dean visits class during the semester to talk with students about problems or concerns to evaluate program effectiveness and solve issues promptly. Another example, one year into the program, a survey was given that measured students' perception of the MSN culture. Before beginning the MSN program, faculty defined the graduate culture to guide and enhance the SNAHP program mission.

Characteristics of the MSN Graduating Class of December 2020/2021 Reported 2021

December 2021 graduates

May 2022 Graduates

Characteristics of the class include the following: 4 males and 25 females 2 African/American and 1 Asian

Have you applied for additional graduate level education?

Do you have plans to pursue additional education?

Please select the response that most accurately reflects your current employment situation.

I am employed full-time in nursing or degree related role.
I am employed part-time in nursing or degree related role.
I am employed, but not in nursing or healthcare—this is my preference.

I am employed, but not in nursing or healthcare but would like a healthcare/nursing job.

I am not employed at all, but would like to be.

I am not employed and am not interested in employment at this time.

Other

Have you secured a job role or position related to your MSN area of study?

I have a job offered and accepted for a position in healthcare that uses my MSN skills prior to graduation.

I am working as a nurse in a job role that already uses the skills I learned in my MSN.

I am working as a nurse and don't plan to seek a new job role.

I am seeking employment in a job role that uses my MSN skills.

What is your current annual salary range?

$0-$9999

$10,000-$19,999

$20,000-$29,999

$30,000-$39,000

$40,000-$49,999

$50,000-$59,999

$60,000-$69,999

$70,000-$79,999

$80,000 - $89,999

$90,000 - $99,999

Over $100,000

To what extent did your MSN degree provide you with the following?

Opportunity to increase your earning potential
Knowledge necessary to be successful in the next phase of my career
Skills desired in the workplace
Positive academic experience

Please rate the IU Kokomo faculty on the following characteristics:

What was one of the best aspects of your education at IU Kokomo

Please rate your overall satisfaction with these aspects of your MSN education at IUK:

Overall Satisfaction
Satisfaction with the Physical Facilities (labs, classrooms, campus)
Satisfaction with the technology, software, and help if needed

We do not put faculty names in the report if students focus on one. Best to have faculty put on FAR.

Questions 19 to 27 are aligned with Program learning outcomes below.

Evaluation Results for MSN Graduates

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN IS THE MEASURE TAKEN?	BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:	DATA FROM GRADUATING CLASS
Program Outcome 1: Model excellence in nursing leadership to improve nursing practice within a complex health care system.	Grad Survey (SR) MSN Essentials (SR) Portfolio (P) Preceptor Evaluation (OR)	Month prior to graduation. Completion of Practicum Completion of Practicum	**Graduate Survey & MSN Essentials via QUALTRICS** 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher **Portfolio:** Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.	**Graduate Survey Mean** **2016: 6.47; 2017: 5.17; 2018: *7.0; 2019: 5.70; 2020: 5.79; 2021: 5.93** **Portfolio Average for Program Outcome 1** **Education: 2016: 3.9; 2017: 3.6; 2018: 3.67; 2019: 3.56; 2020: 4; 2021: 3.86** **Administration: 2016: 3.6; 2017: 3.4; 2018: 4; 2019: 4; 2020: 4; 2021: 4** **FNP: 2016: N/A; 2017: N/A; 2018: N/A; 2019: N/A; 2020: 3.65; 2021: 3.75** **Preceptor Evaluation=100% Met expectations.**

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

<table>
<tr><th>OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)</th><th>PRIMARY TOOLS FOR PROGRAM EVALUATION
SR=SELF REPORT
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P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK</th><th>WHEN IS THE MEASURE TAKEN?</th><th>BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:</th><th>DATA FROM GRADUATING CLASS</th></tr>
<tr><td>Program Outcome

2: Conduct advanced nursing practice within ethical-legal guidelines, professional policies and regulations, and standards of practice associated with a specialty area of practice. Previous
.</td><td>Grad Survey (SR)

Portfolio (P)

Preceptor Evaluation (OR)</td><td>Month prior to graduation.

Completion of Practicum

Completion of Practicum</td><td>Graduate Survey & MSN Essentials via QUALTRICS
1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional
Benchmark 5.5 or higher

Portfolio:
Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.</td><td>Graduate Survey Mean

<table><tr><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>6.4</td><td>5.33</td><td>*6.67</td><td>5.60</td><td>5.79</td><td>6.00</td></tr></table>
Portfolio Average for Program Outcome 2

<table><tr><th></th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>Education</td><td>4.0</td><td>4.0</td><td>3.67</td><td>3.64</td><td>3.57</td><td>3.86</td></tr><tr><td>Administration</td><td>3.94</td><td>4.0</td><td>4</td><td>3.67</td><td>4</td><td>4</td></tr><tr><td>FNP</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>3.42</td><td>3.5</td></tr></table>
Preceptor Evaluation=100% Met expectations.</td></tr>
</table>

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN IS THE MEASURE TAKEN?	BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:	DATA FROM GRADUATING CLASS
Program Outcome 3. Synthesize knowledge from nursing as well as biological, behavioral, social, administrative, educational, and communication sciences for application to a chosen domain of advanced practice nursing.	Grad Survey (SR) AANP and/or ANCC Content Report Portfolio (P) Preceptor Evaluation (OR)	Month prior to graduation. Content Specific Pass Rates Completion of Practicum Completion of Practicum	**Graduate Survey & MSN Essentials via QUALTRICS** 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher **Portfolio:** Please note for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.	**Graduate Survey Mean** 2016: 6.2; 2017: 5.17; 2018: *6.67; 2019: 5.56; 2020: 5.77; 2021: 5.87 **Content Specific Pass Rates** 2019: Assessment National Average 37; Assessment IUK 37; Diagnosis National Average 25; Diagnosis IUK 24 2020: Assessment National Average 37; Assessment IUK 38; Diagnosis National Average 25; Diagnosis IUK 24 2019: Planning National Average 23; Planning IUK 25; Evaluation National Average 18; Evaluation IUK 19 2020: Planning National Average 23; Planning IUK 25; Evaluation National Average 17; Evaluation IUK 17 **Portfolio Average for Program Outcome 3** Education: 2016 3.99; 2017 2.6; 2018 3.67; 2019 3.56; 2020 3.86; 2021 4 Administration: 2016 3.73; 2017 4.0; 2018 4; 2019 3.67; 2020 4; 2021 4 FNP: 2016 N/A; 2017 N/A; 2018 N/A; 2019 N/A; 2020 3.5; 2021 3.63 **Preceptor Evaluation=100% Met expectations.**

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

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<tr><td>Program Outcome

4. Demonstrate scholarly inquiry and reflection that exemplifies critical, creative, and systems thinking to advance the practice of nursing.</td><td>Grad Survey (SR)

Portfolio (P)

Preceptor Evaluation (OR)</td><td>Month prior to graduation.

Completion of Practicum

Completion of Practicum</td><td>Graduate Survey & MSN Essentials via QUALTRICS
1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional
Benchmark 5.5 or higher

Portfolio:
Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.</td><td>Graduate Survey Mean
<table><tr><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>6.5</td><td>5.17</td><td>*6.67</td><td>5.50</td><td>5.64</td><td>5.93</td></tr></table>
Portfolio Average for Program Outcome 4
<table><tr><th></th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>Education</td><td>4.0</td><td>4.0</td><td>3.56</td><td>3.89</td><td>3.71</td><td>4</td></tr><tr><td>Administration</td><td>3.60</td><td>4.0</td><td>4</td><td>3.67</td><td>4</td><td>4</td></tr><tr><td>FNP</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>3.5</td><td>3.75</td></tr></table>
Preceptor Evaluation=100% Met expectations.</td></tr>
</table>

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

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<tr><td>Program Outcome

5. Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.</td><td>Grad Survey (SR)

Portfolio (P)

Preceptor Evaluation (OR)</td><td>Month prior to graduation.

Completion of Practicum

Completion of Practicum</td><td>Graduate Survey & MSN Essentials via QUALTRICS
1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional
Benchmark 5.5 or higher

Portfolio:
Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.</td><td>Graduate Survey Mean
<table><tr><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>6.52</td><td>4.67</td><td>*6.33</td><td>5.70</td><td>5.57</td><td>5.93</td></tr></table>
Portfolio Average for Program Outcome 5 =
<table><tr><th></th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>Education</td><td>4.0</td><td>4.0</td><td>3.67</td><td>3.33</td><td>3.29</td><td>4</td></tr><tr><td>Administration</td><td>3.95</td><td>4.0</td><td>4</td><td>3.67</td><td>4</td><td>4</td></tr><tr><td>FNP</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>2.96</td><td>3.5</td></tr></table>
Preceptor Evaluation=100% Met expectations</td></tr>
</table>

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN IS THE MEASURE TAKEN?	BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:	DATA FROM GRADUATING CLASS
Program Outcome 6. Use information technology and knowledge-based resources to manage and transform data that inform clinical practice.	Grad Survey (SR) Portfolio (P) **FNP HESI Exam** **FNP Certification Pass Rate** Preceptor Evaluation (OR)	Month prior to graduation. Completion of Practicum Completed December during 6th semester Completion of Program Completion of Practicum	**Graduate Survey & MSN Essentials via QUALTRICS** 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher **Portfolio:** Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more. **Pass Rate:** Eighty percent or more who take a certifying examination appropriate for the FNP pass on the first attempt.	**Graduate Survey Mean** 2016: 6.30; 2017: 5.50; 2018: *6.67; 2019: 5.50; 2020: 5.64; 2021: 5.4 **Portfolio Average for Program Outcome 6** Education: 2016: 3.99; 2017: 3.0; 2018: 3.56; 2019: 3.56; 2020: 3.71; 2021: 4 Administration: 2016: 3.95; 2017: 4.0; 2018: 4; 2019: 3.67; 2020: 4; 2021: 4 FNP: 2016: N/A; 2017: N/A; 2018: N/A; 2019: N/A; 2020: 3.35; 2021: 3.38 **See Appendix B for FNP HESI exam analysis.** **Pass Rates** 2019: IUK Pass Rate 92; AANP National Certification Pass Rates 85; Number of IUK Students Taking the Certification Exam 12; Number of IUK Students Passing the Certification Exam 11; Number of IUK Students Passing the Certification on 2nd Try. N/A 2020: IUK Pass Rate 91; AANP National Certification Pass Rates 85; Number of IUK Students Taking the Certification Exam 11; Number of IUK Students Passing the Certification Exam 10; Number of IUK Students Passing the Certification on 2nd Try. N/A **Preceptor Evaluation=100% Met expectations.**

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN IS THE MEASURE TAKEN?	BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:	DATA FROM GRADUATING CLASS
Program Outcome 7. Systematically apply evidence from research findings to answer clinical questions, solve clinical problems, and develop innovative nursing interventions and health policies for selected patient populations.	Grad Survey (SR) Portfolio (P) Preceptor Evaluation (OR)	Month prior to graduation. Completion of Practicum Completion of Practicum	**Graduate Survey & MSN Essentials via QUALTRICS** 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher **Portfolio:** Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.	**New Program Outcome for 2018 (See Appendix A)** **Graduate Survey Mean** 2017: 4.83; 2018: *6.67; 2019: 5.40; 2020: 5.43; 2021: 5.73 **Portfolio Average for Program Outcome 8** Education: 2017 3.20; 2018 3.78; 2019 3.67; 2020 3.93; 2021 4 Administration: 2017 3.4; 2018 3.5; 2019 3.33; 2020 4; 2021 4 FNP: 2017 N/A; 2018 N/A; 2019 N/A; 2020 3.04; 2021 3.75 **Preceptor Evaluation=100% Met expectations.**

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

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<tr><td>Program Outcome

8. Demonstrate collaborative practice and interpret nursing science within an interdisciplina-ry context.</td><td>Grad Survey (SR)

Portfolio (P)

Preceptor Evaluation (OR)</td><td>Month prior to graduation.

Completion of Practicum

Completion of Practicum</td><td>Graduate Survey & MSN Essentials via QUALTRICS
1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional
Benchmark 5.5 or higher

Portfolio:
Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.</td><td>New Program Outcome for 2018 (See Appendix A)

Graduate Survey Mean
<table><tr><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>5.0</td><td>6.67</td><td>5.60</td><td>5.57</td><td>5.93</td></tr></table>
Portfolio Average for Program Outcome 8
<table><tr><th></th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>Education</td><td>3.20</td><td>3.78</td><td>3.22</td><td>4</td><td>4</td></tr><tr><td>Administration</td><td>4.0</td><td>3.5</td><td>3.67</td><td>4</td><td>4</td></tr><tr><td>FNP</td><td>N/A</td><td>N/A</td><td>N/A</td><td>3.38</td><td>3.63</td></tr></table>
Preceptor Evaluation=100% Met expectations.</td></tr>
</table>

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN IS THE MEASURE TAKEN?	BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:	DATA FROM GRADUATING CLASS
Program Outcome 9. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.	Grad Survey (SR)	Month prior to graduation.	**Graduate Survey & MSN Essentials via QUALTRICS** 1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional Benchmark 5.5 or higher	**Program Outcome 9 aligns with previous Program Outcome 7. (See Appendix A)** **Graduate Survey Mean** 2016: 6.40; 2017: 5.0; 2018: *6.67; 2019: 6.0; 2020: 5.93; 2021: 5.93
	Diversity Survey	Completion of Practicum	**Diversity Survey**: 1=strongly disagree, 2=Disagree, 3=Agree, 4=strongly Agree. Benchmark: means at 3.00 or more on all three measures.	**Diversity Survey:** 2016: 3.2; 2017: 3.45; 2018: 3.43; 2019: 3.55; 2020: 3.59; 2021: 3.61
	Portfolio (P)	Completion of Practicum	**Portfolio:** Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.	**Portfolio Average for Program Outcome 7** Education: 2016 4.0; 2017 3.20; 2018 3.67; 2019 3.78; 2020 4; 2021 4 Administration: 2016 4.0; 2017 4.0; 2018 4; 2019 3.67; 2020 4; 2021 4 FNP: 2016 N/A; 2017 N/A; 2018 N/A; 2019 N/A; 2020 3.04; 2021 3.88
	Preceptor Evaluation (OR)	Completion of Practicum		**Preceptor Evaluation=100% Met expectations.**

Indiana University Kokomo School of Nursing

MSN Program Results

2016-2021

<table>
<tr><th>OUTCOME ASSESSMENT AREA (ORGANIZED BY STUDENT LEARNING OUTCOME)</th><th>PRIMARY TOOLS FOR PROGRAM EVALUATION
SR=SELF REPORT
OR=OBSERVED REPORT
P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK</th><th>WHEN IS THE MEASURE TAKEN?</th><th>BENCHMARKS AND MEASUREMENT COMMENTS FOR EACH TOOL IN PROGRAM EVALUATION:</th><th>DATA FROM GRADUATING CLASS</th></tr>
<tr><td rowspan="3">Program Outcome

10. Engage in lifelong learning activities that contribute to professional development as well as to the advancement of nursing.</td><td>Grad Survey (SR)</td><td>Month prior to graduation.</td><td>Graduate Survey & MSN Essentials via QUALTRICS
1=Very Poor, 2=Poor, 3=Fair, 4=Good, 5=Very Good, 6=Excellent, 7= Exceptional
Benchmark 5.5 or higher</td><td>Program Outcome 9 aligns with previous Program Outcome 8. (See Appendix A)

Graduate Survey Mean
<table><tr><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>6.40</td><td>5.17</td><td>*7.0</td><td>6.20</td><td>6.21</td><td>5.87</td></tr></table>*N=3</td></tr>
<tr><td>Portfolio (P)</td><td>Completion of Practicum</td><td>Portfolio:
Please note: for evaluating the portfolio: Our benchmark is at "3" or more: the mean of all ratings across MSN students is 3 or more for each individual competency, and that the overall mean (of all the scores) for every individual student (100%) in the MSN program is "3" or more.</td><td>Portfolio Average for Program Outcome 8
<table><tr><th></th><th>2016</th><th>2017</th><th>2018</th><th>2019</th><th>2020</th><th>2021</th></tr><tr><td>Education</td><td>3.92</td><td>3.40</td><td>3.89</td><td>3.89</td><td>3.86</td><td>4</td></tr><tr><td>Administration</td><td>3.70</td><td>4.0</td><td>4</td><td>3.67</td><td>4</td><td>4</td></tr><tr><td>FNP</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>3.38</td><td>3.88</td></tr></table></td></tr>
<tr><td>Preceptor Evaluation (OR)</td><td>Completion of Practicum</td><td></td><td>Preceptor Evaluation=100% Met expectations.</td></tr>
</table>

Executive Summary of Student Performance for Each Outcome with Faculty Interpretation

PROGRAM STUDENT LEARNING OUTCOMES	OVERALL COMPARISON WITH BENCHMARK: MET, SIGNIFICANTLY EXCEEDED, OR AREA FOR IMPROVEMENT	POTENTIAL AREAS FOR ACTION* *THE NEW PROGRAM STUDENT LEARNING OUTCOMES WERE IMPLEMENTED IN AUGUST 2015, THUS REFLECTED IN THE 2016 EVALUATION REPORT.
1. Model excellence in nursing leadership to improve nursing practice within a complex health care system.		
2. Conduct advanced nursing practice within ethical-legal guidelines, professional policies and regulations, and standards of practice associated with a specialty area of practice.		
3. Synthesize knowledge from nursing as well as biological, behavioral, social, administrative, educational, and communication sciences for application to a chosen domain of advanced practice nursing.		
4. Demonstrate scholarly inquiry and reflection that exemplifies critical, creative, and systems thinking to advance the practice of nursing.		
5. Frame problems, design interventions, specify outcomes and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.		
6. Use information technology and knowledge-based resources to manage and transform data that inform clinical practice.		
7. Systematically apply evidence from research findings to answer clinical questions, solve clinical problems, and develop innovative nursing interventions and health policies for selected patient populations.		
8. Demonstrate collaborative practice and interpret nursing science within an interdisciplinary context.		
9. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.		
10. Engage in lifelong learning activities that contribute to professional development as well as to the advancement of nursing.		

Narrative on evaluation results go here.

The committee will continue to evaluate courses per faculty evaluation of "meeting course student learning outcomes" and make changes as recommended or approved by the committee.

The 2021/2022 Assessment Plan has been revised to reflect changes voted on by the MSN Committee. Changes were made to the surveys, Likert categories, and benchmarks. See Appendix C.

D**issemination of Results:**

This report will be distributed to all regular MSN faculty members prior to MSN Committee Meeting for discussion, possible curriculum revisions and subsequent recommendations for changes. A final report will be submitted for review to the IU Kokomo School of Nursing CNF committee. In addition, at an advisory board meeting in we will share a short report of these findings. Also, for dissemination to all stakeholders, we put a copy of the report (PDF) on the IU Kokomo School of Nursing website.

Appendix A

Program student learning outcomes were updated to reflect the MSN Essentials and to be consistent with Indiana University Schools of nursing statewide. The table below shows how prior program student learning outcomes align to the new Indiana University Kokomo School of Nursing MSN program student learning outcomes.

New Program Student Learning Outcomes	Old Program Student Learning Outcomes
1. Model excellence in nursing leadership to improve nursing practice within a complex health care system.	1. Model excellence in nursing leadership to improve nursing practice within the healthcare system.
2. Conduct advanced nursing practice within ethical-legal guidelines, professional policies and regulations, and standards of practice associated with a specialty area of practice.	2. Function within an ethical-legal framework.
3. Synthesize knowledge from nursing as well as biological, behavioral, social, administrative, educational, and communication sciences for application to a chosen domain of advanced practice nursing.	3. Synthesize knowledge from nursing, biological, behavioral, social, administrative, educational, and communication sciences for application to area of specialty.
4. Demonstrate scholarly inquiry and reflection that exemplifies critical, creative, and systems thinking to advance the practice of nursing.	4. Demonstrate scholarly inquiry and reflection that exemplifies clinical reasoning, critical, creative, and systems thinking.
5. Frame problems, design interventions, specify outcomes, and measure achievement of outcomes while balancing human, fiscal, and material resources to achieve quality health outcomes.	5. Frame problems, design interventions, specify outcomes, and maintain quality while balancing human, fiscal, and material resources.
6. Use information technology and knowledge-based resources to manage and transform data that inform clinical practice.	6. Use information technology and knowledge-based resources to inform practice.
7. Systematically apply evidence from research findings to answer clinical questions, solve clinical problems, and develop innovative nursing interventions and health policies for selected patient populations.	N/A
8. Demonstrate collaborative practice and interpret nursing science within an interdisciplinary context.	N/A
9. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.	7. Articulate the effects of culture, diversity, values, and globalization in the design, delivery, and evaluation of health services.
10. Engage in lifelong learning activities that contribute to professional development as well as to the advancement of nursing.	8. Engage in lifelong learning activities that contribute to the professional nursing development and advancement of the nursing profession.

Appendix B

Analysis of FNP HESI Exam